United Nations A/69/839/Add.4

General Assembly

Distr.: General
30 April 2015

Original: English

Sixty-ninth session
Agenda item 157
Financing of the United Nations Stabilization Mission in Haiti

Budget performance for the period from 1 July 2013 to 30 June 2014 and proposed budget for the period from 1 July 2015 to 30 June 2016 of the United Nations Stabilization Mission in Haiti

Report of the Advisory Committee on Administrative and Budgetary Questions

Appropriation for 2013/14	$576,619,000
Expenditure for 2013/14	$540,175,100
Unencumbered balance for 2013/14	$36,443,900
Appropriation for 2014/15	$500,080,500
Projected expenditure 2014/15[a]	$476,221,400
Estimated unencumbered balance for 2014/15[a]	$23,859,100
Proposal submitted by the Secretary-General for 2015/16	$389,555,900
Recommendation of the Advisory Committee for 2015/16	$386,220,600

[a] Estimates as at 31 January 2015.

15-06852 (E) 070515

Please recycle

I. Introduction

1. **The recommendations of the Advisory Committee on Administrative and Budgetary Questions contained in paragraphs 19, 23, 32, 35 and 36 below would entail a reduction of $3,335,300 to the proposed budget for the United Nations Stabilization Mission in Haiti (MINUSTAH) for the period from 1 July 2015 to 30 June 2016. The Committee has made observations and recommendations on specific issues, where appropriate, in the paragraphs below.**

2. During its consideration of the financing of MINUSTAH, the Advisory Committee met with representatives of the Secretary-General who provided additional information and clarification, concluding with written responses received on 29 April 2015. The documents reviewed and those used for background by the Committee in its consideration of the financing of MINUSTAH are listed at the end of the present report. The Advisory Committee's detailed comments and recommendations on the findings of the Board of Auditors and on cross-cutting issues related to United Nations peacekeeping operations can be found in its related reports (see A/69/838 and A/69/839, respectively).

II. Budget performance for the period from 1 July 2013 to 30 June 2014

3. By its resolution 67/275, the General Assembly appropriated an amount of $576,619,000 gross ($563,337,000 net) for the maintenance of MINUSTAH for the period from 1 July 2013 to 30 June 2014. Total expenditure for the period amounted to $540,175,100 gross ($527,406,100 net), which is $36,443,900 gross ($35,930,900 net) lower than the amount appropriated by the Assembly, corresponding to a budget implementation rate of 93.7 per cent. A detailed analysis of variances is provided in section IV of the performance report (A/69/619).

4. The underexpenditure is attributable mainly to:

(a) Military contingent ($2,608,600, or 1.3 per cent): due mainly to the higher actual vacancy rate of 4.6 per cent compared with the budgeted rate of 1 per cent, pursuant to Security Council resolutions 2070 (2012) and 2119 (2013), by which the Council authorized a reduction in the strength of the military component to a target of 5,021 troops by the end of June 2014;

(b) United Nations police ($2,021,300, or 3.7 per cent): due primarily to the higher vacancy rate of 10.5 per cent, compared with the budgeted rate of 6 per cent;

(c) International staff ($9,515,700, or 10.9 per cent) and United Nations Volunteers ($1,545,800, or 15.5 per cent): resulting mainly from a recruitment freeze from January to June 2014 in the light of the anticipated restructuring of the civilian staff component planned for the 2014/15 period;

(d) Facilities and infrastructure ($11,520,500, or 16 per cent): due primarily to reduced requirements for: (i) the acquisition of engineering supplies owing to the closure of camps; (ii) security services owing to the postponement of the implementation of the mandated increase in the salaries of security guards until July 2014; (iii) utilities and waste disposal services owing to the cancellation of a diesel fuel generator contract and the implementation of a waste segregation system;

(e) Communications ($7,013,900, or 43.7 per cent): due mainly to reduced requirements for: (i) the maintenance of equipment and communications support services as a result of the cost-sharing arrangement between MINUSTAH and several United Nations agencies in Haiti; (ii) public information services owing to the non-implementation of a nationwide civic education campaign as a result of the postponement of the senatorial and municipal elections; and (iii) commercial communications owing to the reduced usage of emergency communications terminals, lower costs for cell phone services and reduced requirements for satellite transponder charges.

5. The underexpenditure was offset partially by additional requirements attributable mainly to:

(a) Information technology ($773,700, or 10.7 per cent): resulting from additional requirements for information technology services and equipment costs for the maintenance and repair of equipment in connection with the implementation of Umoja in the Mission;

(b) Other supplies, services and equipment ($630,900, or 5.9 per cent): attributable to the inclusion of mine action and mine detection services owing to Mission weapons and ammunition management for both MINUSTAH and the Haitian National Police.

6. The comments of the Advisory Committee on the information presented in the performance report on individual objects of expenditure can be found, where relevant, in the discussion of the proposed budget for the period from 1 July 2015 to 30 June 2016 set out below.

III. Financial position and information on performance for the current period

7. The Advisory Committee was informed that as at 31 January 2015, the assessed contributions to the special account for MINUSTAH since its inception amounted to $6,826,451,000, while the payments received were $6,776,422,000, leaving an outstanding amount of $50,029,000. As at 17 March 2015, the cash available to the Mission amounted to $303,600,000. After subtracting a three-month operating reserve of $90,407,000 (excluding reimbursement of troop- and formed police-contributing countries), the remaining cash surplus amounted to $213,193,000. With regard to death and disability compensation, the Committee was informed that, as at 31 January 2015, $4,725,000 had been paid in respect of 146 claims since the inception of the Mission. As at that date, two claims were still pending. **The Advisory Committee trusts that the outstanding claims will be settled expeditiously.**

8. The Advisory Committee was informed that, as at 31 January 2015, the human resources incumbency for MINUSTAH for the 2014/15 period was as follows:

Posts and positions	*Authorized*[a]	*Encumbered*	*Vacancy rate (percentage)*
Military contingents personnel	5 021	4 658	7.2
United Nations police	951	655	31.1
Formed police units personnel	1 600	1 568	2.0
Government-provided personnel	50	44	12.0
Posts			
International staff	397	326	17.9
National staff	1 239	1 137	8.2
General temporary assistance			
International staff	2	2	0
National staff	–	–	–
United Nations Volunteers	153	123	19.6

[a] Represents the highest authorized strength for the period.

9. The Advisory Committee was provided with information on current and projected expenditure for the period from 1 July 2014 to 30 June 2015. Expenditure for the financial current period up to 31 January 2015 amounted to $298,456,400 gross ($292,667,300 net). At the end of the current period, estimated total expenditure would amount to $476,221,400, leaving a projected unencumbered balance of $23,859,100, or 4.8 per cent of the appropriation approved for the 2014/15 financial period.

10. The Advisory Committee was informed that the projected expenditure for 2014/15 reflected lower-than-budgeted expenditure under most resource categories resulting mainly from: (a) actual vacancy rates for military and civilian personnel being higher than projected; (b) delays in receiving requests for consultancies from the Government of Haiti in the area of judicial reform; (c) the closure of camps; (d) lower-than-budgeted fuel prices; and (e) lower-than-budgeted requirements for public information services owing to delays in the electoral process.

IV. Proposed budget for the period from 1 July 2015 to 30 June 2016

Mandate and planned results

11. The mandate of MINUSTAH was established by the Security Council in its resolution 1542 (2004) and extended in subsequent resolutions of the Council. The most recent extension of the mandate, to 15 October 2015, was authorized by the Council in its resolution 2180 (2014). In that resolution, the Council decided to reduce the Mission's authorized military strength from 5,021 to 2,370 troops and authorized a police component of up to 2,601 personnel.

12. In his report on the budget, the Secretary-General indicates that MINUSTAH will continue to reconfigure its size and composition in order to reduce its footprint and gradually transform from a large peacekeeping operation to a smaller, more focused assistance mission while its mandate remains unchanged (A/69/785, para. 6). He further explains that during the 2015/16 period, the Mission will maintain its

presence in four regional offices, in Port-au-Prince (West), Cap-Haïtien (North), Gonaïves (Artibonite) and Les Cayes (South). The regional office in Jacmel, five liaison offices and the Santo Domingo Support Office will be closed. Similarly, the military component will be deployed in two security hubs (7 locations), compared with five hubs (21 locations) in the 2014/15 period. MINUSTAH will focus its efforts on providing support to the national police in order to: (a) reach the goal of 15,000 officers by December 2016; (b) strengthen police management; and (c) ensure the adequate geographical deployment of police officers throughout the country. The Advisory Committee was informed that the Mission will also be able to provide significant assistance to the Haitian authorities during the electoral process scheduled in 2015.

13. The Secretary-General indicates in paragraph 15 of the budget report that MINUSTAH will collaborate with regional organizations in the implementation of its mandated goals. More specifically, the Mission will consult regularly with the Organization of American States (OAS) through the core group of ambassadors, the Union of South American Nations (UNASUR) and the Caribbean Community (CARICOM) on strategies to break the current political deadlock and pave the way for the long-awaited elections.

Resource requirements

14. The proposed budget for MINUSTAH for the period from 1 July 2015 to 30 June 2016 amounts to $389,555,900 gross ($378,368,100 net), representing a decrease of $110,524,600, or 22.1 per cent, in gross terms, compared with the appropriation for 2014/15. Detailed information on the financial resources requested and an analysis of the variances are provided in sections II and III of the report of the Secretary-General on the proposed budget (ibid., paras. 111-145). The Secretary-General indicates that the cost estimates for the 2015/16 period take into account projected efficiency gains in the amount of $369,000 (ibid., para. 113). **The Advisory Committee welcomes the efforts undertaken by the Secretary-General to achieve efficiency gains and reduce costs and trusts that these measures will be implemented in a manner that does not compromise the safety and security of Mission personnel and premises in the fulfilment of mandated activities.**

15. The Advisory Committee notes from paragraph 111 of the budget report that, for the 2015/16 period, non-budgeted contributions under the status-of-forces agreement in respect of the estimated rental value of government-provided land, premises, departure taxes, landing fees and customs waivers are estimated at $16,186,700. **The Advisory Committee notes with appreciation the continued contributions of the Government of Haiti under the status-of-forces agreement.**

Military and police personnel

Category	*Approved 2014/15*[a]	*Proposed 2015/16*	*Variance*
Military contingent personnel	5 021	2 370	(2 651)
United Nations police[b]	1 001	1 001	–
Formed police unit personnel	1 600	1 600	–

[a] Represents the highest level of authorized strength for the period.
[b] Includes 50 police categorized as government-provided personnel.

16. The proposed requirements for military and police personnel for the period from 1 July 2015 to 30 June 2016 amount to $174,429,100, a decrease of $74,021,100, or 29.8 per cent, compared with the apportionment for 2014/15. As indicated in paragraph 11 above, the decrease is due mainly to the reduction in authorized strength of 2,651 military contingent personnel, pursuant to Security Council resolution 2180 (2014), resulting in lower provisions for standard reimbursements to troop-contributing countries for troop costs, contingent-owned equipment and self-sustainment, rations and rotation travel. **The Advisory Committee recommends that the proposed resources for military contingents and police personnel be approved.**

Civilian personnel

Category	*Approved 2014/15*	*Proposed 2015/16*	*Variance*
International staff	397	352	(45)
National staff	1 239	1 055	(184)
United Nations Volunteers	153	116	(37)
Temporary positions			
International staff	2	–	(2)
National staff	–	–	–
Total	**1 791**	**1 523**	**(268)**

17. The estimated requirements for civilian personnel for 2015/16 amount to $111,008,900, reflecting a decrease of $9,646,800, or 8.0 per cent, compared with the apportionment for 2014/15. The reduced requirements are related mainly to the following proposals: (a) abolishment of 23 international posts; (b) conversion of 22 international posts and 16 United Nations Volunteers positions to 38 national staff posts; (c) abolishment of 222 national posts and 21 United Nations Volunteers positions; and (d) abolishment of the two temporary positions of Senior Coordinator for Cholera (Assistant Secretary-General) and Director of Mission Support (D-2) (A/69/785, paras. 133-135). Upon enquiry, the Advisory Committee was informed that the Mission plans to undertake a civilian staffing review in 2016.

Vacancy rates

18. The proposed vacancy factors applied to the cost estimates for civilian personnel are: 7.5 per cent for international staff, 2 per cent for National Professional Officers, 3 per cent for national General Service staff and 3 per cent for United Nations Volunteers (ibid., para. 114). The Advisory Committee notes that the rate for international staff is lower than the one applied for the preceding period, while the rates for national staff and United Nations Volunteers have remained at the same level. The Secretary-General indicates that the proposed vacancy factors reflect recent incumbency patterns and changes in the number and composition of staff proposed for the 2015/16 period, including the above-mentioned drawdown, compared with the assumptions upon which the 2014/15 budget was based (ibid., para. 115).

19. The performance report for 2013/14 indicates that MINUSTAH implemented a recruitment freeze from January to June 2014 in anticipation of the projected abolishment of posts and positions during the 2014/15 period (A/69/619, paras. 51-53). The freeze generated actual vacancy rates for civilian personnel that

were significantly higher than the budgeted rates. From 1 July 2014 to 31 January 2015, actual average vacancy rates compared with budgeted rates were as follows: (a) for international staff, 14.1 per cent, compared with 10 per cent; (b) for National Professional Officers, 14 per cent, compared with 2 per cent; (c) for national General Service staff, 7.5 per cent, compared with 3 per cent; and (d) for United Nations Volunteers, 16.2 per cent, compared with 3 per cent. For the 2015/16 period, the projected vacancy rates are identical or even lower (in the case of international staff, from 10 per cent to 7.5 per cent) than the budgeted vacancy rates for the current period. **The Advisory Committee reiterates its view that budgeted vacancy rates should be based, as much as possible, on actual vacancy rates. In cases where the proposed budgeted rates differ from the actual rates at the time of budget preparation, clear justification should be provided in the related budget documents for the rates used. The Committee therefore recommends that the following vacancy rates be applied in the 2015/16 budget: 10 per cent for international staff; 4 per cent for National Professional Officers; 4 per cent for national General Service staff and 5 per cent for United Nations Volunteers. Any related operational costs should be adjusted, as appropriate.**

Recommendations on posts

20. The Secretary-General proposes further reductions in the civilian staffing level, in addition to the reductions approved for 2014/15, as the Mission further draws down its size and scope. A detailed description of the staffing changes proposed under each component is provided in paragraphs 19 to 110 of the budget report (A/69/785), a summary of which is set out in the annex to the present report.

Abolishment

21. The Secretary-General proposes the abolishment of 268 posts and positions as follows:

(a) 23 international posts (1 P-5, 3 P-4, 10 P-3 and 9 Field Service);

(b) 222 national posts (18 National Professional Officer and 204 national General Service);

(c) 19 United Nations Volunteers positions;

(d) 2 temporary international positions of Senior Coordinator for Cholera (Assistant Secretary-General) and Director of Mission Support (D-2).

22. **The Advisory Committee does not object to the proposal of the Secretary-General to abolish 268 posts and positions. In this connection, the Advisory Committee trusts that expeditious recruitment of the Chief of Mission Support will be undertaken without delay, bearing in mind the importance of the post.**

23. Upon enquiry about the posts that have been vacant for more than two years, the Advisory Committee was informed that the post of Coordination Officer (P-3) in the Office of the Deputy Special Representative of the Secretary-General (Rule of Law) had been vacant for 33 months as at 31 March 2015. The Committee was further informed that the restructuring of the rule of law pillar, which started during the current 2014/15 period, had created delays in defining the functions of the Coordination Officer, who will also serve as Special Assistant of the Deputy Special Representative of the Secretary-General (Rule of Law). **The Advisory Committee**

is not fully convinced by these explanations. The Committee reiterates that the continuing requirement for posts that have been vacant for two years or longer should be reviewed and that posts be proposed for retention or abolishment in subsequent budget proposals. In this regard, the Committee recommends to the General Assembly the abolishment of the vacant post of Coordination Officer (P-3) in the Office of the Deputy Special Representative of the Secretary-General (Rule of Law) and, accordingly, a reduction in the operational costs.

Reclassifications

24. The Secretary-General proposes that the post of Chief of the Regional Coordination Unit (P-5) be transferred from the regional office in Jacmel, which is to be closed as of 1 July 2015, and be reclassified downward as a post of Political Affairs Officer (P-4) in the Office of the Special Representative of the Secretary-General (ibid., para. 21). Upon enquiry, the Advisory Committee was informed that the change was needed in the Office of the Special Representative owing to increased reporting and coordination requirements within the front office and with external partners, including the United Nations country team and diplomatic missions. The increased activity related to the transition process and to the upcoming electoral period will create an increased workload for the front office.

25. In addition, the Secretary-General proposes the upward reclassification of a post of Corrections Officer (P-4) as a post of Senior Corrections Officer (P-5), given the importance of corrections development under the MINUSTAH consolidation plan and the need to ensure adequate leadership and oversight for a component that includes 10 civilian staff and 50 government-provided personnel (ibid., para. 53). Upon enquiry, the Advisory Committee was informed that the role of the Chief of the Corrections Assistance Unit (P-5) will be to increase institutional support to the Haitian Prison Administration Directorate at the highest level, including direct intervention with the Minister of Justice and Public Security, the Minister of Finance and the Director General of the Haitian National Police, and to advocate for the adoption of a strategic plan and appropriate budget allocation. The incumbent is expected to reinforce the linkages with development partners and donors in order to ensure a seamless transition to long-term development support and the mobilization of resources.

26. In addition, the Secretary-General is proposing a downward reclassification of the post of Chief Budget Officer (P-5) as a P-4 post, in the light of the consolidation of the Mission and the proposed closure of the Santo Domingo Office where the finance section is located (ibid., para. 69).

27. **The Advisory Committee does not object to the proposal of the Secretary-General to reclassify the three above-mentioned posts. The Committee also does not object to the redeployment of the post of Chief, Regional Coordination Unit, to the Office of the Special Representative of the Secretary-General.**

Conversions

28. In line with the past and present efforts of the Mission to promote national capacity-building, the Secretary-General proposes the conversion of 38 posts and positions (1 P-4, 6 P-3, 15 Field Service and 16 United Nations Volunteers) to national posts (see annex to the present report). **The Advisory Committee recommends approval of the conversions proposed by the Secretary-General.**

Redeployments

29. As a result of the consolidation plan, MINUSTAH intends to redeploy 20 posts and positions. Those movements include the reassignment of the post of Deputy Director of Mission Support (D-1) as Director of Mission Support and the post of Senior Administrative Officer (P-5) as Deputy Chief of Mission Support (ibid., para. 64). **The Advisory Committee does not object to the redeployments proposed by the Secretary-General. The Committee expects the realignment of the Mission Support Division to be carried out expeditiously.**

National staff

30. Upon enquiry, the Advisory Committee was informed that as part of the ongoing effort of the Mission to assist national staff in preparing for the drawdown of MINUSTAH, a series of job fairs had been planned for 2015 in four locations. The first job fair was held in Port-au-Prince on 25 January 2015. Two additional job fairs are to be held in April and May 2015. The Committee was further informed that, prior to each job fair, the Integrated Mission Training Centre had conducted a series of career transition training sessions to assist and prepare staff. The training focused on preparing resumes and presentations and on interview skills. Following the completion of each job fair "after action reviews" will be carried out to highlight lessons learned and propose recommendations for future activities that would improve the services provided to staff. **The Advisory Committee commends the effort made so far to prepare national staff for the transitional period and encourages MINUSTAH to continue to assist national staff in their transition to future professional careers outside the Mission.**

Operational costs

Apportionment 2014/15	*Proposed 2015/16*	*Variance*
$130 974 600	$104 117 900	($26 856 700)

31. The proposed operational costs for the period from 1 July 2015 to 30 June 2016 amount to $104,117,900, a decrease of $26,856,700, or 20.5 per cent, as compared with the apportionment for 2014/15.

32. The report of the Advisory Committee on cross-cutting issues related to peacekeeping operations includes observations and recommendations with respect to the costs that the Secretary-General proposes to be apportioned to individual mission budgets, including applications developed by the Office of Information and Communications Technology at United Nations Headquarters and deployed to the field, and the additional requirements relating to the supply chain management initiative (A/69/839). **The Advisory Committee does not concur with the proposal of the Secretary-General to charge missions for the entirety of these costs and recommends that the proposed resource requirements in individual missions be reduced accordingly.** The relevant table in the report on cross-cutting issues contains a summary of the Committee's recommended reductions, by mission. **In the case of MINUSTAH, the recommendation would result in a reduction of $105,168 in the requirements for information and communications technology, $94,400 in consultancy services and $141,600 in official travel.**

Related upward adjustments to the resource requirements included in the support account are contained in the report of the Committee on the subject (A/69/860).

Consultants

33. The proposed requirements for consultants for the 2015/16 period amount to $1,883,500, an increase of $73,500, or 4.1 per cent, compared with the apportionment for 2014/15. From the performance report for 2013/14, the Advisory Committee notes that the unspent balance of $392,200, or 21.3 per cent, resulted mainly from lower requirements for non-training consultant costs, owing to delays in identifying appropriately qualified candidates; and lower requirements for training consultants, owing to the postponement of electoral training activities for national institutions. The Committee was informed that an unencumbered balance of $314,700, or 17.4 per cent, compared with the apportionment for 2013/14, is estimated at the end of the current period, owing to delays in receiving requests for consultancies from the Government of Haiti in the area of the judicial system reform.

34. Upon enquiry, the Advisory Committee was informed that a total of 26 international and national non-training consultants are planned for the 2015/16 period, in order to assist the Haitian public administrations in the following areas: gender and child protection, prison law reform, prisoner rehabilitation, electoral logistics, human rights, rule of law, and judiciary and public security reform. The Committee notes that: (a) the cost of the consultancies in human rights, an area where the Mission should have some in-house expertise, amounts to $379,000; (b) the cost of consultancies in judicial reform matters is significant since it amounts to $18,000 per person per month; and (c) the total costs of the non-training consultancies amounts to $1,584,400, an increase of $84,400, or 5.6 per cent, compared with the apportionment for the 2014/15 period. With regard to training consultants, the Committee was informed, upon enquiry, that a total of 41 consultants are planned for the 2015/16 period, in order to train Mission staff for a total amount of $299,116, representing a decrease of $10,900, or 3.5 per cent, compared with the apportionment for the 2014/15 period.

35. **The Advisory Committee is of the view that the Mission should utilize more of the available in-house staffing capacity to support the implementation of mandated activities in order to avoid overreliance on external expertise. Taking the reduced civilian presence of the Mission into consideration, the Committee recommends to the General Assembly a further reduction of $289,100 in the proposed requirements for consultants in 2015/16, in addition to the reduction recommended in paragraph 32 above.**

Official travel

36. The estimated requirements for official travel for the 2015/16 period amount to $3,734,000, a decrease of $524,900, or 12.3 per cent, compared with the apportionment for 2014/15. The Secretary-General indicates that the proposed decrease is attributable mainly to reduced requirements for within-mission travel for the security and support components in the light of the closure of five liaison offices, the regional office in Jacmel and the Santo Domingo Support Office (ibid., para. 137). From the performance report for 2013/14, the Advisory Committee notes that the unspent balance of $978,200 is attributable mainly to the cancellation of conferences and workshops in the light of the consolidation of the

Mission. The Advisory Committee also notes that an unspent balance of $957,900 is projected at the end of the current period, owing mainly to a decrease in travel activities as a result of higher-than-budgeted staff vacancy rates. Upon enquiry, the Advisory Committee was informed that the travel plan for non-training-related travel in 2015/16 includes a significant number of travel to attend workshops, conferences and seminars in New York; Brindisi, Italy; Geneva; Entebbe, Uganda; Dakar; and Melbourne, Australia. **The Advisory Committee notes that official travel to attend workshops, conferences and seminars should be considered as travel for training. Furthermore, the Committee is of the view that measures such as the consolidation of trips and alternative means of communication will not only contribute to a more efficient use of financial resources but also reduce the disruptive effect that frequent or extended absences from missions can have on the day-to-day operations of the Mission and on effective programme delivery (see also A/68/782, para. 199). Taking the reduced civilian presence of the Mission and the above-mentioned observations into consideration, the Committee recommends that the resources proposed for official travel outside the mission area be reduced by 5 per cent, in addition to the reduction recommended in paragraph 32.**

Facilities and infrastructure

37. The estimated requirements for facilities and infrastructure for the 2015/16 period amount to $46,634,400, a decrease of $14,495,700, or 23.7 per cent, compared with the apportionment for 2014/15. The Secretary-General indicates that the reduced requirements are attributable mainly to: (a) lower provisions for petrol, oil and lubricants owing to the lower projected price of $0.75 per litre for diesel fuel for generators applied in the 2015/16 budget, compared with the price of $1.07 per litre in 2014/15; (b) reduced requirements for utilities costs owing to the decrease in electricity supply costs and the closure of six camps; and (c) lower projected costs for spare parts, the rental of premises and the acquisition of engineering supplies owing to the closure of six camps (A/69/785, para. 138).

38. Upon enquiry, the Advisory Committee was informed that during the 2015/16 period, the engineering section will continue to operate in the four main regions (Port-au-Prince, Cap-Haïtien, Gonaïves and Les Cayes) to provide necessary engineering services. Centralized services will be provided from the hubs of the four main regions to outlying sites. Regarding routine maintenance requirements, multifunctional support teams will be deployed from the hubs to each of the outlying sites to assess and/or address support requirements. **The Advisory Committee does not object to the proposal of the Secretary-General related to facilities and infrastructure.**

Air transportation

39. The estimated requirements for air transportation for the 2015/16 period amount to $12,210,000, a decrease of $1,711,100, or 12.3 per cent, compared with the apportionment for 2014/15. The Secretary-General explains, in paragraph 140 of the budget report, that the reduced requirements are attributable primarily to the withdrawal of three helicopters in the 2015/16 period and the lower projected cost of $0.75 per litre for aviation fuel applied in the 2015/16 budget compared with the cost of $1.09 per litre in 2014/15. The variance is offset in part by the replacement of three helicopters with one B-1900 fixed-wing aircraft.

40. The Advisory Committee was informed that, based on the outcome of an air operations external aviation review, the Mission is replacing a fleet of eight helicopters with a fleet of five helicopters and one fixed-wing aircraft (3 MI-17 medium rotary-wing aircraft; 2 UH-1H light rotary-wing aircraft; and 1 Beechcraft-1900 fixed-wing aircraft or equivalent) in order to support the mobility of the military and police component and to support medical evacuations.

41. Upon enquiry as to whether the proposed air assets would have sufficient capacity to transport the quick-reaction force, the Advisory Committee was informed that three military Mi-17 medium rotary-wing aircraft will support the operation of the quick-reaction force.

42. As for the arrangements for aeromedical evacuation, the Advisory Committee was informed, upon enquiry, that the new fixed-wing aircraft will be able to perform medical evacuations by day and night. In addition, the Mission will retain the services of a provider based in Santo Domingo for evacuation to a level III hospital in that location. The services will be used to supplement the fixed-wing aircraft in the event of maintenance services. Based on the information provided, the contractual cost of the retained medical evacuation services is $439,100, and the budgeted amount of $360,000, included in the 2014/15 and 2015/16 periods, is based on an estimate of two aeromedical evacuations per month at the current market rate.

43. Upon enquiry, the Advisory Committee was further informed that the Mission is currently undergoing a bidding process to contract for a level IV medical facility, which is not anticipated to be completed before September 2015.

44. **While noting the proposed reduction in requirements for aircraft services, the Advisory Committee trusts that the Mission will have adequate air transportation capacity to ensure the fulfilment of its mandated objectives. With regard to standby arrangements for aeromedical evacuation, the Committee expects that appropriate arrangements will be put in place to handle all medical evacuation cases, including those that require evacuation to a level IV hospital.**

Communications

45. The estimated requirements for communications for the 2015/16 period amount to $9,317,300, a decrease of $4,700,800, or 33.5 per cent. The Secretary-General indicates, in paragraph 141 of the budget report, that the reduced requirements are attributable mainly to: (a) the fact that the funding for radio room operations has been realigned under security services to reflect newer reporting requirements; (b) reduced transponder and Internet fees as a result of substantial improvements made to the Mission's network, which allows for reduced reliance on a commercial Internet service provider; and (c) the non-acquisition of communications equipment in the 2015/16 period.

46. The Advisory Committee was informed that MINUSTAH led the development of a global telephone billing database system, which has been rolled out in 10 peacekeeping missions. The new billing system enables telephone bills to be calculated electronically. Upon enquiry, the Advisory Committee was informed that the system includes a more efficient and accurate bill generation and approval process, which captures the costs of both personal and official calls. Efficiency gains are expected through the reduction of paper and toner consumption and in

terms of the time associated with the manual processing of paper records. **The Advisory Committee notes the beneficial aspects of the new telephone billing database implemented in MINUSTAH and recommends that the General Assembly request the Secretary-General to promptly implement the system in the remaining peacekeeping missions and** in the United Nations Support Office for the African Union Mission in Somalia **(UNSOA), where appropriate.**

Information technology

47. The proposed requirements for information technology for the 2015/16 period amount to $7,039,600, a decrease of $1,158,100, or 14.1 per cent, compared with the apportionment for 2014/15. The Secretary-General indicates, in paragraph 142 of the budget report, that the decrease is attributable primarily to: (a) the non-acquisition of information technology equipment in the 2015/16 period, owing to the downsizing of the Mission; (b) the overall reduction in the number of computing devices that require the provision of centralized information technology support services, owing to the downsizing of the Mission; and (c) the reduction in the overall inventory for spare parts and information technology supplies.

48. The Advisory Committee was informed that Extension 1 of the enterprise resource planning system, Umoja, had been successfully deployed on 1 July 2014 in MINUSTAH, which played a pilot role in the matter and included the modules of human resources, travel and payroll. However, challenges remain regarding training and support capacities, and change management. The Mission is working closely with the Department of Field Support and the Umoja team in New York to address those challenges. According to the information provided, Extension 1 is scheduled to be implemented in phases in all missions between June and November 2015. **The Advisory Committee commends MINUSTAH for its role in the early implementation of Umoja and recommends that the General Assembly request the Secretary-General to include information on the efficiency gains resulting from the implementation of Umoja Extension 1 in subsequent budget proposals.**

Other supplies, services and equipment

49. The proposed requirements for other supplies, services and equipment for the 2015/16 period amounts to $9,985,700, a decrease of $1,101,900, compared with the apportionment for 2014/15. The reduced requirements were offset partly by the increased requirements for rations owing to the higher price of $5.81 per ration applied in the 2015/16 budget, compared with the cost of $5.39 in 2014/15. Upon enquiry, the Advisory Committee was informed that the new contract had gone into effect in September 2014, replacing the previous contract established in 2004. The new contract is aligned with the new ration standards, which ensure higher quality of food and stringent food safety standards. The price of the rations will remain fixed for three years following the initial increase of 8 per cent, from $5.39 to $5.81 per ration.

Quick-impact projects

50. The estimated requirements for quick-impact projects for the 2015/16 period amount to $4,000,000, a decrease of $1,000,000, or 20 per cent, compared with the apportionment for 2014/15. The Secretary-General indicates in paragraph 145 of the budget report that the expected reduction in the quick-impact projects is attributable

to the closure of the liaison offices and the reduction in the Mission's presence in the field. With regard to the implementation of the quick-impact projects in the past and current period, the Advisory Committee was provided, upon enquiry, with the information contained in the table below:

	Completed			*Under implementation*			*Not started*			*Total*	
	Number	*Amount (United States dollars)*	*Per cent*	*Number*	*Amount (United States dollars)*	*Per cent*	*Number*	*Amount (United States dollars)*	*Per cent*	*Number*	*Amount (United States dollars)*
2013/14	131	4 748 119	95	6	243 281	5	0	0	0	137	4 991 400
2014/15	23	822 950	16	78	3 677 391	74	11	308 535	10	112	4 500 341

51. The report indicates that the implementation of the 80 projects would strengthen State capacities to provide basic public services to the population, reinforce rule of law structures, support civil society engagement in good governance and provide opportunities to foster democracy in all 10 departments (ibid., para. 124). Upon enquiry, the Advisory Committee was informed that the quick-impact projects will also support: (a) the plan of the Government of Haiti for the elimination of cholera and other water-borne diseases in the country; (b) the electoral process; and (c) the stabilization process in Haiti.

52. Upon enquiry, the Advisory Committee was further informed that, since the 2010 earthquake, the Mission had been authorized by the Controller to extend the financial limits of individual quick-impact projects to $100,000 per project, compared with a $50,000 limit in place for other missions. The authorization has been renewed every year, upon the request of the Mission. **The Advisory Committee notes the ongoing effort of the Mission to adjust the quick-impact projects to its consolidation plan. However, in the view of the Committee, the closure of the liaison offices should not be the main factor determining the reduction of the quick-impact project programme's budget to $4 million. The Committee encourages MINUSTAH to select and implement the projects in a timely manner so as to achieve the quick impact of the projects planned.**

53. **Subject to its recommendations in paragraphs 19, 23, 32, 35 and 36 above, the Advisory Committee recommends approval of the requested requirements for the operational costs.**

Other matters

Elections

54. The Advisory Committee was informed that after three years of delays, measurable gains had been made recently towards the holding of elections in Haiti before the end of 2015. The provisional Electoral Council was established on 23 January 2015 and an electoral law was promulgated on 2 March 2015. The first round of the legislative elections is scheduled for 9 August 2015 and the second round on 25 October 2015, together with the first round of the presidential and the local elections. If required, a run-off presidential election is to be held on 27 December 2015.

55. Upon enquiry, the Advisory Committee was informed that voter registration was ongoing and that 160 political parties have been accredited. In respect of the

financing of the elections, budget preparation and resource mobilization is being undertaken by the Provisional Electoral Council in partnership with the United Nations Development Programme (UNDP), the Government of Haiti, donors and MINUSTAH. According to the information provided to the Advisory Committee, as at 27 March 2015, the UNDP-managed fund amounts to $38 million, of which the Government of Haiti is contributing $13.8 million. The overall costs of the upcoming elections (presidential, Lower Chamber, two thirds of the Senate and local elections) are estimated at $58 million. MINUSTAH will provide technical, logistics and security support during the electoral period and the Special Representative of the Secretary-General will continue to provide her good offices at both the national and departmental levels.

V. Actions to be taken by the General Assembly

56. The actions to be taken by the General Assembly in connection with the financing of MINUSTAH for the period from 1 July 2013 to 30 June 2014 are indicated in paragraph 66 of the budget performance report (A/69/619). **The Advisory Committee recommends that the unencumbered balance of $36,443,900 for the period from 1 July 2013 to 30 June 2014, as well as other income and adjustments in the amount of $8,910,000, for the period ended 30 June 2014 be credited to Member States.**

57. The actions to be taken by the General Assembly in connection with the financing of MINUSTAH for the period from 1 July 2015 to 30 June 2016 are indicated in paragraph 146 of the proposed budget (A/69/785). **Taking into consideration its recommendations in paragraphs 19, 23, 32, 35 and 36 above, the Advisory Committee recommends that the General Assembly appropriate an amount of $386,220,600 for the maintenance of MINUSTAH for the 12-month period from 1 July 2015 to 30 June 2016, should the Security Council decide to extend the mandate of MINUSTAH beyond 15 October 2015.**

Documentation

- Budget performance of the United Nations Stabilization Mission in Haiti for the period from 1 July 2013 to 30 June 2014 (A/69/619)
- Budget for the United Nations Stabilization Mission in Haiti for the period from 1 July 2015 to 30 June 2016 (A/69/785)
- Report of the Advisory Committee on Administrative and Budgetary Questions: Budget performance report for the period from 1 July 2012 to 30 June 2013 and proposed budget for the period from 1 July 2014 to 30 June 2015 of the United Nations Stabilization Mission in Haiti (A/68/782/Add.10)
- Financial report and audited financial statements for the 12-month period from 1 July 2013 to 30 June 2014 and report of the Board of Auditors on United Nations peacekeeping operations (A/69/5 (Vol. II))
- Report of the Advisory Committee on Administrative and Budgetary Questions: Report of the Board of Auditors on the accounts of the United Nations peacekeeping operations and report of the Secretary-General on the implementation of the recommendations of the Board of Auditors concerning United Nations peacekeeping operations for the financial period ended 30 June 2014 (A/69/838)
- Report of the Secretary-General on the United Nations Stabilization Mission in Haiti (S/2015/157)
- Security Council resolutions 2197 (2015), 2070 (2012) and 2119 (2013)
- General Assembly resolution 68/289 on the financing of the United Nations Stabilization Mission in Haiti

Annex

Summary of proposed staffing changes for the United Nations Stabilization Mission in Haiti for the period from 1 July 2015 to 30 June 2016

Office section unit	*Number*	*Level*	*Functional title*	*Action*	*From to*
Executive direction and management					
Office of the Special Representative of the Secretary-General					
	+1	P-4	Political Affairs Officer	Reassigned	From Regional Coordination Unit
	-1	P-3	Board of Inquiry Officer	Redeployed	To the Office of the Chief of Mission Support
	-1	UNV	Board of Inquiry Officer	Abolished	
	-1	UNV	Board of Inquiry Officer	Redeployed	To the Office of the Chief of Mission Support
Subtotal	**-2**				
Office of the Deputy Special Representative of the Secretary-General (Political and Rule of Law)					
	+1	P-2	Associate Judicial Affairs Officer	Reassigned	From the Independence and Accountability Section
Subtotal	**+1**				
Office of the Deputy Special Representative of the Secretary-General (Resident Coordinator/ Humanitarian Coordinator)					
	-1	NGS	Administrative Assistant	Abolished	
	-1	ASG	Senior Coordinator for Cholera Response in Haiti	Abolished	
Subtotal	**-2**				
Total, executive direction and management	**-3**				
Component 2: Democratic governance and State legitimacy					
Communications and Public Information Section					
	-1	P-3	Video Producer	Abolished	
	-1	FS	Studio Technician	Converted	
	-7	NGS	Public Information Assistants	Abolished	
	+1	NGS	Studio Technician	Converted	
	-1	UNV	Video Producer	Abolished	
Subtotal	**-9**				

Office section unit	*Number*	*Level*	*Functional title*	*Action*	*From to*
Community Violence Reduction Section					
	-1	NPO	Disarmament, Demobilization and Reintegration Officer	Abolished	
	-1	UNV	Disarmament, Demobilization and Reintegration Officer	Abolished	
Subtotal	**-2**				
Regional Coordination Unit					
	-1	P-5	Chief of Regional Office	Reassigned and downgraded to P-4	Political Affairs Officer reassigned to Office of the Special Representative of the Secretary-General
Subtotal	**-1**				
Civil Affairs Section	-1	P-4	Civil Affairs Officer	Abolished	
	-2	P-3	Civil Affairs Officer	Abolished	
	-1	FS	Administrative Assistant	Abolished	
	-10	NPO	Civil Affairs Officer	Abolished	
	-6	NGS	Administrative Assistant	Abolished	
	-6	UNV	Civil Affairs Officer	Abolished	
Subtotal	**-26**				
Total, component 2	**-38**				
Component 3: Rule of law and human rights					
Institutional Support and Law Reform Section					
	-1	P-3	Judicial Affairs Officer	Abolished	
	-1	NGS	Administrative Assistant	Redeployed	To Model Jurisdictions Section
Subtotal	**-2**				
Model Jurisdictions Section					
	+1	P-3	Judicial Affairs Officer	Redeployed	From Independence and Accountability Section
	+1	NGS	Administrative Assistant	Redeployed	From Institutional Support and Law Reform Section
	-1	UNV	Judicial Affairs Officer	Abolished	
Subtotal	**+1**				

Office section unit	*Number*	*Level*	*Functional title*	*Action*	*From to*
Independence and Accountability Section					
	-1	P-3	Judicial Affairs Officer	Redeployed	To Model Jurisdictions Section
	-1	P-2	Associate Judicial Affairs Officer	Reassigned	To Office of the Deputy Special Representative of the Secretary-General (Political and Rule of Law)
	-1	NGS	Administrative Assistant	Abolished	
Subtotal	**-3**				
Human Rights Section					
	-5	NPO	Human Rights Officer	Abolished	
	-4	NGS	Human Rights Assistant	Abolished	
Subtotal	**-9**				
Corrections Unit					
	+1	P-5	Senior Correction Officer	Reclassified	
	-1	P-4	Correction Officer	Reclassified	
Subtotal	–				
Total, component 3	**-13**				
Component 4: Support					
Conduct and Discipline Team					
	-1	P-4	Conduct and Discipline Officer	Converted	
	+1	NPO	Conduct and Discipline Officer	Converted	
Subtotal	–				
Security Section					
	-1	P-4	Deputy Chief Security Officer	Abolished	
	-4	P-3	Security Officer	Abolished	
	-55	NGS	Field Security Guards	Abolished	
Subtotal	**-60**				
Office of the Chief of Mission Support					
	+1	D-1	Chief of Mission Support	Reassigned	From Office of the Deputy Director of Mission Support
	+1	P-5	Deputy Chief of Mission Support	Reassigned	From Office of the Deputy Director of Mission Support

Office, section, unit	*Number*	*Level*	*Functional title*	*Action*	*From, to*
	+1	P-4	Administrative Officer	Reassigned	From Finance and Budget Section
	+1	P-3	Board of Inquiry Officer	Redeployed	From Office of the Special Representative of the Secretary-General
	+1	P-3	Aviation Safety Officer	Converted	
	-1	FS	Aviation Safety Officer	Converted	
	+1	UNV	Board of Inquiry Officer	Redeployed	From Office of the Special Representative of the Secretary-General
Subtotal	**+5**				
	-1	D-2	Director of Mission Support	Abolished	
Subtotal	**-1**				
Office of the Deputy Director of Mission Support					
	-1	D-1	Deputy Director of Mission Support	Reassigned	To Office of the Chief of Mission Support
	-1	P-5	Senior Administrative Officer	Reassigned	To Office of the Chief of Mission Support
	-1	FS	Administrative Assistant	Abolished	
	-2	NGS	Staff Assistant	Abolished	
Subtotal	**-5**				
Contracts Management Unit					
	-1	FS	Contracts Management Assistant	Abolished	
	-1	FS	Contracts Management Assistant	Converted	
	+1	NGS	Contracts Management Assistant	Converted	
Subtotal	**-1**				
Finance and Budget Section					
	-1	P-5	Chief Budget Officer	Reclassified to P-4	Within Finance and Budget Section
	+1	P-4	Chief Finance and Budget Officer	Reclassified from P-5	Within Finance and Budget Section
	-1	P-4	Finance and Budget Officer	Abolished	
	-1	P-4	Finance Officer	Abolished	
	-1	P-4	Finance and Budget Officer	Reassigned	To Office of the Chief of Mission Support
	-1	P-3	Finance and Budget Officer	Abolished	
	-1	P-3	Finance and Budget Officer	Converted	

Office section unit	*Number*	*Level*	*Functional title*	*Action*	*From to*
	-1	FS	Finance Assistant	Converted	
	+1	NPO	Finance and Budget Officer	Converted	
	-2	NGS	Staff Assistants	Abolished	
	+1	NGS	Finance Assistant	Converted	
Subtotal	**-6**				
Regional Support Unit					
	-3	P-3	Administrative Officer	Redeployed	To Joint Logistics Operations Centre
	-2	FS	Administrative Assistant	Redeployed	To Joint Logistics Operations Centre
	-3	NPO	Administrative Officer	Redeployed	To Joint Logistics Operations Centre
	-6	NGS	Administrative Assistant	Redeployed	To Joint Logistics Operations Centre
	-4	NGS	Administrative Assistant	Abolished	
Subtotal	**-18**				
Office of the Chief, Administrative Services					
	-1	NGS	Administrative Assistant	Abolished	
Subtotal	**-1**				
Staff Counselling and Welfare Unit					
	-1	NPO	Assistant Staff Counsellor	Abolished	
Subtotal	**-1**				
Personnel Section					
	-1	P-3	Human Resources Officer	Converted	
	-1	FS	Human Resources Assistant	Converted	
	+1	NPO	Human Resources Officer	Converted	
	-46	NGS	Language Assistant	Abolished	
	-1	NGS	Administrative Assistant	Abolished	
	+1	NGS	Human Resources Assistant	Converted	
	-1	UNV	Human Resources Assistant	Abolished	
Subtotal	**-48**				
Procurement Section					
	-1	P-3	Procurement Officer	Converted	
	+1	NPO	Procurement Officer	Converted	
Subtotal	–				

Office/section/unit	*Number*	*Level*	*Functional title*	*Action*	*From/to*
Office of the Chief, Integrated Support Services					
Joint Logistics Operations Centre					
	+3	P-3	Administrative Officer	Redeployed	From Regional Support Unit
	+2	FS	Administrative Assistant	Redeployed	From Regional Support Unit
	-3	FS	Logistics Assistant	Converted	
	+3	NPO	Administrative Officer	Redeployed	From Regional Support Unit
	-2	NGS	Administrative Assistant	Abolished	
	-4	NGS	Logistics Assistant	Abolished	
	-1	NGS	Driver	Abolished	
	+6	NGS	Administrative Assistant	Redeployed	From Regional Support Unit
	+3	NGS	Logistics Assistant	Converted	
Subtotal	**+7**				
Medical Section					
	+2	NGS	Nurse	Converted	
	-2	UNV	Nurse	Converted	
Subtotal	–				
Property Management Section					
	-1	P-3	Contingent Owned Equipment Officer	Converted	
	-1	FS	Receiving and Inspection Assistant	Abolished	
	+1	NPO	Contingent Owned Equipment Officer	Converted	
	-1	UNV	Contingent Owned Equipment Assistant	Abolished	
Subtotal	**-2**				
Aviation Section					
	-1	P-3	Technical Compliance Officer	Converted	
	+1	NPO	Technical Compliance Officer	Converted	
	+2	NGS	Air Operations Assistant	Converted	
	-2	UNV	Air Operations Assistant	Converted	
Subtotal	–				

Office section unit	*Number*	*Level*	*Functional title*	*Action*	*From to*
Engineering Section					
	-1	P-3	Engineer	Converted	
	-1	FS	Generator Mechanic	Abolished	
	+1	NPO	Engineer	Converted	
	-1	NGS	Electrician	Abolished	
	-1	NGS	Engineering Assistant	Abolished	
	-14	NGS	Facilities Management Assistant	Abolished	
	-2	NGS	Heating, Ventilation and Air Conditioning Assistant	Abolished	
	-3	NGS	Supply Assistant	Abolished	
	-1	NGS	Water and Sanitation Assistant	Abolished	
	+4	NGS	Material and Assets Assistant	Converted	
	-2	UNV	Engineering Assistant	Abolished	
	-1	UNV	Water and Sanitation Technician	Abolished	
	-1	UNV	Waste and Water Treatment Plant Operator	Abolished	
	-4	UNV	Material and Assets Assistant	Converted	
Subtotal	**-27**				
Transport Section					
	-2	FS	Vehicle Technician	Converted	
	-1	FS	Inventory and Supply Assistant	Converted	
	-10	NGS	Vehicle Technician	Abolished	
	-4	NGS	Driver	Abolished	
	+2	NGS	Vehicle Technician	Converted	
	+1	NGS	Inventory and Supply Assistant	Converted	
	+2	NGS	Vehicle Technician	Converted	
	+1	NGS	Inventory and Supply Assistant	Converted	
	-2	UNV	Vehicle Technician	Converted	
	-1	UNV	Inventory and Supply Assistant	Converted	
Subtotal	**-14**				

Office/section/unit	*Number*	*Level*	*Functional title*	*Action*	*From to*
Communications and Information Technology Section					
	-1	P-3	Geographic Information Systems Officer	Abolished	
	-1	FS	Telecommunications Assistant	Abolished	
	-1	FS	Information Technology Assistant	Abolished	
	-8	NGS	Radio Technician	Abolished	
	-10	NGS	Information Technology Assistant	Abolished	
	-3	NGS	Telecommunications Assistant	Abolished	
	-2	NGS	Telecommunications Technician	Abolished	
	-2	NGS	Mail Assistant	Abolished	
	-1	NGS	Microwave Assistant	Abolished	
	+1	NGS	Information Technology Assistant	Converted	
	+3	NGS	Radio Technician	Converted	
	+1	NGS	Assets Management Assistant	Converted	
	-1	UNV	Information Technology Assistant	Abolished	
	-3	UNV	Radio Technician	Abolished	
	-1	UNV	Assets Management Assistant	Abolished	
	-1	UNV	Information Technology Assistant	Converted	
	-3	UNV	Radio Technician	Converted	
	-1	UNV	Assets Management Assistant	Converted	
Subtotal	**-34**				
Movement Control Section					
	-1	P-3	Movement Control Officer	Converted	
	-1	FS	Movement Control Assistant	Abolished	
	-2	FS	Movement Control Assistant	Converted	
	+1	NPO	Movement Control Assistant	Converted	
	-5	NGS	Movement Control Assistant	Abolished	
	+2	NGS	Movement Control Assistant	Converted	
Subtotal	**-6**				

Office, section and	*Number*	*Level*	*Functional title*	*Action*	*From/to*
Supply Section					
	-1	FS	Supply Assistant	Abolished	
	-1	FS	Fuel Assistant	Converted	
	-1	FS	Supply Assistant	Converted	
	-1	NPO	Fuel Officer	Abolished	
	-1	NGS	Fuel Assistant	Converted	
	-1	NGS	Supply Assistant	Converted	
Subtotal	-2				
Total, component 4	-214				
Totals					
International posts	-45				
National posts	-184				
UNV positions	-37				
Temporary positions					
International	-2				
National	–				
Grand total, reductions	-268				

Abbreviations: ASG, Assistant Secretary-General; FS, Field Service; NGS, national General Service; NPO, National Professional Officer; UNV, United Nations Volunteers.